



AN INNOVATIVE WAY OF TAKING CARE OF SENIOR LEADERS

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AN INNOVATIVE WAY OF TAKING CARE OF SENIOR LEADERS



PRESENTATION AGENDA

- PRESENTATION OBJECTIVES
- HISTORICAL PERSPECTIVE
- FIRST SLWES
- SLWES EVOLUTION
- THE WAY AHEAD
- QUESTIONS



AN INNOVATIVE WAY OF TAKING CARE OF SENIOR LEADERS



- SENIOR LEADER WELLNESS
ENHANCEMENT SEMINAR
(SLWES)



AN INNOVATIVE WAY OF TAKING CARE OF SENIOR LEADERS



OBJECTIVES:

- Develop a forum which allows Senior Leaders and spouses a protected space to discuss personal leadership stressors
- Discuss a strategy to mitigate mental health stigma
- Identify methods to enhance personal resiliency among Senior Leaders



Historical Perspective



“ Do not follow where the path may lead. Go instead where there is no path and leave a trail.”

Harold R. McAlindon



Historical Perspective



- LTG James M. Dubik assumed command Multi National Security Transition Command-Iraq on 10 June 2007.
- Previously, LTG Dubik was the Commanding General of I Corps and Ft. Lewis. He was commissioned a second lieutenant of infantry from Gannon University as a Distinguished Military Graduate in 1971.



Historical Perspective

- LTG Dubik's forward thinking/ concern about senior leaders and their families.
- Pose challenge to staff to help reset the force top down.



Historical Perspective



Four deliverables:

- Destigmatize seeking help among members of the senior leadership team.
- Comprehensive
- Non attribution
- Confidential



Historical Perspective

- A form that can address a unique issue
- What works
- What doesn't work
- Resources to build a better Army



Historical Perspective



Is there stigma in seeking
mental health treatment
among
senior leaders?



Historical Perspective

- General Dubik wanted the truth!
- Here's the truth
 1. Senior leaders often take care of subordinates at the expense of themselves and families
 2. Stigma at all levels for seeking treatment of mental health for self or families.



Historical Perspective



Seeking mental
health.....

CODE RED



Historical Perspective

LTG Dubik's forward thinking laid the foundation for three cutting edge initiatives with mental health cornerstones:

1. Family Assessment for Maintaining Excellence (FAME)
2. Soldier Wellness Assessment Pilot Program (SWAPP)
3. Senior Leader Wellness Enhancement Seminar (SLWES)



Historical Perspective



TEAM LEWIS

PARTNERSHIP BETWEEN 1ST CORPS
AND MADIGAN ARMY MEDICAL CENTER



First SLWES

- “ ...we are working very hard to one, raise awareness about psychological effects of this type of combat, and two, reduce stigma on people seeking mental health counseling.”

Army Chief of Staff General George W. Casey, Jr. from the article entitled “Balancing Act” in the 1 October 2007 issue of Government Executive.



First SLWES



Deputy 1st Corp Commander and Corp Surgeon tasked develop a straw man

Testimonial speakers

Guest speakers (professional)

Group discussion



First SLWES



CALL FOR ASSISTANCE

- Facilitators needed from outside the staff
- Madigan DCCS
- Madigan Department of Social Work



First SLWES



Mystery of the first seminar!

- Format of the seminar
- Role of facilitators
- Chaos Theory



First SLWES



Three Up

Impact of testimonial speakers

Small group discussion

Group debriefing



First SLWES



Three down

Professional speaker

Large group out brief

Closing



SLWES EVOLUTION



- Senior Leader feedback
- Facilitator feedback
- Development of A Core Working Group



SLWES EVOLUTION



Agenda

- 1500-1505 Administrative Information by Corps Surgeon
- 1505-1510 Corps Commander's Opening Remarks
- 1510-1535 Professional Briefer (10 min.)
 - Affirmation (5 min)
 - Affirmation (5min)
 - Affirmation (5 min)
- 1535-1545 10 Minute Break and move to breakout groups



SLWES EVOLUTION



Agenda continued

- 1545-1640 Breakout Groups Session (55 min)
- 1640-1650 10 Minute Break and Move to Main
 - Briefing Area
- 1650-1740 Group Back Briefs (50 min)
- 1740-1750 Decompression Event / Take Away

Information

- 1755-1800 Benediction by Corps Chaplain



SLWES EVOLUTION



Break Out Groups

- Executive Group
- BDE CDR
- BDE CSM
- BN CDR (2 groups)
- BN CSM (2 groups)
- BDE CDR Spouse
- BN CSM Spouse
- BN CDR Spouse
- BN CSM Spouse



SLWES EVOLUTION



Break Out Groups (continued)

- Rear Det CDR (2 Groups)
- Rear Det CSM
- Rear Det Spouse



SLWES EVOLUTION

- Ongoing After Action Reports
- Development of Team Process
- Synergy



SLWES EVOLUTION



Resources

- Cards
- Resource List
- Books



SLWES EVOLUTION



Key Players

- 1st Corps Surgeons Office Staff
- Madigan Staff
 - Dept. Social Work
 - Dept. Psychology
 - Dept. Ministry and Pastoral Care
 - Psychiatrist
 - Army Substance Abuse Program



SLWES EVOLUTION



Summary Of SLWES Topics and Discussion Questions 8 JULY 2005

Leader Stress During Sustained Transformation And War

- How does stress impact you?



SLWES EVOLUTION



Summary Of SLWES Topics and Discussion Questions 2 NOV 2005

Leader Stress During Sustained Transformation And War

- How does stress impact you?
- What sort of methods/ techniques do you find helpful in coping with your stress?



SLWES EVOLUTION



Summary Of SLWES Topics and Discussion Questions 27 FEB 2006

Identifying Stress and Ways To Mitigate It

- What amount of deployment-related stress that you experienced was related to mission execution vs. personal issues?
- What was the single most important factor/ asset from your training that assisted you during difficult times in your deployment?
- It seems to be common knowledge that seeking mental health services has a negative impact on a military career. Do you agree or disagree that there is a stigma associated with obtaining mental health services in the military?
- What would you do to help reduce this barrier to us assisting you and your Soldiers.



SLWES EVOLUTION



Summary Of SLWES Topics and Discussion Questions 27 JUNE 2006

Preamble to Separation

- What works for you in preparing for separation?
- When do you start to get ready?



SLWES EVOLUTION



Summary Of SLWES Topics and Discussion Questions 25 OCT 2006

Dr. Dewey, VA Psychiatrist and author of
War and Redemption (PTSD)

- No small group discussion



SLWES EVOLUTION



Summary Of SLWES Topics and Discussion Questions 19 MAR 2007

Reunion and Reintegration

- What did you expect to be challenging that was not?
- What helps you as a leader deal with repeated deployments and changes with repeated deployments?
- What works for you and your family?



SLWES EVOLUTION

Summary Of SLWES Topics and Discussion Questions 24 JULY 2007

Dealing With Combat Grief and Loss

- How do you deal with your own grief and what do you find most helpful in dealing with your own grief?
- How did your first loss impact you versus subsequent losses? (Facilitator follow on questions: how do memorial services impact you; do you find them helpful; if not, what helps)
- How do losses impact your relationship with your spouse?



THE WAY AHEAD

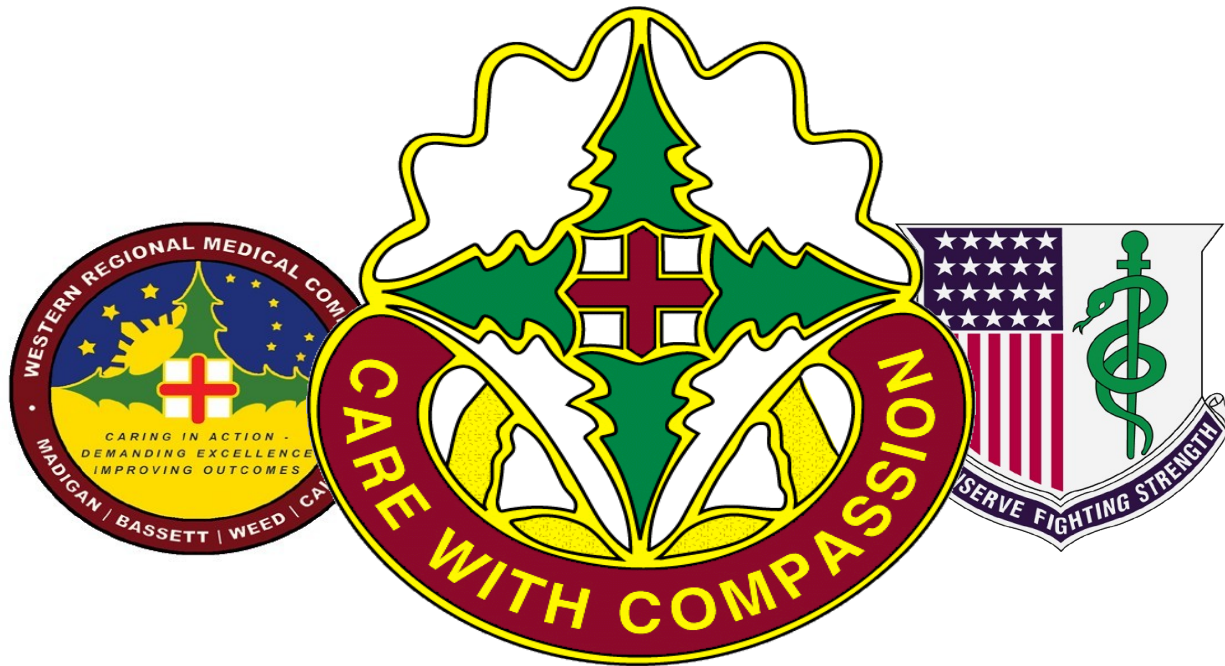
- MISSION ACCOMPLISHED?
- DID SLWES BENEFIT SENIOR LEADERS?
- COULD/WOULD SLWES CONTINUE WITH NEW LEADERSHIP?
- COULD SLWES FORMAT BE USED FOR OTHER PURPOSES?
- COULD SLWES BE PORTED TO ARMY AS A WHOLE?



THE WAY AHEAD

“Go to the people. Learn from them. Live with them. Start with what they know. Build with what they have. The best of leaders when the job is done, when the task is accomplished, the people will say we have done it ourselves.”

Lao Tzu



Questions?